



Turves Green Boys' School Equality objectives 2023-27

The Public Sector Equality Duty (PSED) expects schools to pay due regard when making decisions that affect pupils and staff with protected characteristics. As stated in the 2010 Equality Act, these are: race, disability, sex, age, religion or belief, sexual orientation, pregnancy and maternity and gender reassignment.

Specifically, schools must pay due regard to the need to

- a. **eliminate discrimination**, harassment, victimisation and any other conduct that is prohibited by or under this Act;
- b. **advance equality of opportunity** between persons who share a relevant protected characteristic and persons who do not share it;
- c. **foster good relations** between persons who share a relevant protected characteristic and persons who do not share it.

Matrix Academy Trust's mission is 'Education Without Exception'. Equality is at heart of everything we do. While every school shares this overarching ethos, each school identifies its own objectives based on an incisive knowledge of their context and the specific needs of their pupils and staff.

Objective 1

The school has leadership roles and a strong extracurricular programme but more work needs to target SEND pupils who don't always put themselves forward for these roles as much as non-SEND pupils. We will further enhance the equality of opportunity for pupils with protected characteristics to access the wider curriculum, being proactive in supporting them in applying for pupil leadership roles and extra curricular clubs.

Objective 2

The PSHE and Personal Development curriculum currently covers all statutory requirements and covers a broad range of age-appropriate topics. Building in opportunities for exploring the experiences of people with the full range of protected characteristics would further foster good relations. Therefore, we will ensure that all departments contribute to the promotion of equality by celebrating key national events such as LGBTQ+ Pride month, Black History Month, International Women's Day and at least one subject specific celebration highlighting the contribution of those with protected characteristics to life in modern Britain. We will go from usualising the experiences of people with protected characteristics to actualising by incorporating relevant knowledge in subject curricula.